

## Consideration of Removal of Stipulations for High Tech High August 2012

### Overview

This agenda item presents the actions taken to date by High Tech High to address the two remaining stipulations.

### Staff Recommendation

Staff recommends that the COA discuss the actions taken by High Tech High to address the two remaining stipulations and make an appropriate determination as to whether to remove one or both stipulations.

### Background

On June 26, 2009, the Committee on Accreditation, on behalf of the Commission on Teacher Credentialing, assigned the status of *Accreditation with Stipulations* to High Tech High and its single subject intern program. At that time, the COA stipulated:

1. That High Tech High provides evidence of a recruitment plan for attracting ethnically and culturally diverse instructional personnel.
2. That High Tech High provides evidence of a process for encouraging and supporting applicants from diverse populations.
3. That High Tech High provides evidence that candidates are afforded opportunities to participate in fieldwork in settings other than the HTH community. (*Removed October 2011*)
4. That High Tech High provides evidence that the HTH single subject intern program establishes collaborative partnerships with other education institutions. (*Removed, June 2010*)
5. That High Tech High provides evidence that candidates are provided with opportunities to “use assessments... for individualized content-based reading instruction in order to monitor student progress and demonstrate the linkage between assessment and instruction.” (*Removed, June 2010*)
6. That High Tech High provides evidence that the intern teachers are provided with opportunities to observe and/or participate in “... classrooms in hard-to-staff and/or underperforming schools.” (*Removed, June 2010*)

In June 2010, High Tech High submitted responses to the six stipulations. The responses were reviewed by staff and an agenda item recommending removal of the stipulations was prepared for the August 2010 COA meeting (<http://www.ctc.ca.gov/educator-prep/coa-agendas/2010-08/2010-08-item-14.pdf>). Committee on Accreditation members reviewed HTH’s responses and determined that HTH had satisfactorily resolved three of the stipulations (4-6) but that the actions planned to remedy stipulations 1-3 were not sufficient.

On October 27, 2011, the COA considered High Tech High’s response to the three remaining stipulations <http://www.ctc.ca.gov/educator-prep/coa-agendas/2011-10/2011-10-item-08.pdf>. At that meeting, COA voted to remove stipulation #3 but to retain stipulation #1 and #2.

High Tech High submits the attached progress report for COA's information and consideration of the removal of both remaining stipulations.

**HTH Teacher Preparation Progress Report**  
*Progress Report to the Committee on Accreditation, CCTC*  
August 1, 2012

**HTH Recruitment Plan**

***Stipulation:***

***“That HTH provides evidence of a recruitment plan for attracting ethnically and culturally diverse instructional personnel.”***

**Overview**

To assure that HTH continues to expand the diversity of Instructors serving the HTH Teacher Preparation Programs, a recruitment plan was developed and is being implemented by the HTH Credentialing office. The plan to assure a diverse Instructional staff includes:

- facilitation of a HTH Diversity Study Team,
- expansion of outreach efforts through job fairs and online recruitment programs
- developing new or nurturing current partnerships with local K-12 schools and districts, Universities and Colleges, the Desert Mountain SELPA, and the San Diego County Office of Education to assure a diverse Instructional staff.

**HTH Diversity Study Team:** The Director of the HTH Credential Programs facilitates a study team throughout the year to examine, discuss, and take action to expand recruitment efforts to attract an ethnically and culturally diverse instructional staff. The staff provides professional development, mentoring, and daily support to all teachers enrolled in a HTH teacher preparation program. To support and implement the study team recommendations, new members have been added to the group for 2012-2013. Members coordinate with HTH Directors, CEO, CFO, and other Administrators to assure that the organization is aware of the need for and supports an ethnically and culturally diverse instructional staff for HTH teacher preparation programs. (*See list of HTH Diversity Study Team members at the end of this document.*)

**Recruitment Outreach Effort, Job Fairs, and Partnerships:** HTH continues to expand its’ outreach efforts to assure a diverse teaching staff for the HTH teacher preparation programs. Our programs are advertised through a number of online and published products that are distributed through recruitment/job fairs, Graduate Schools of Education, education partners, and made available through HTH websites ([www.hightechhigh.org](http://www.hightechhigh.org)) and FACEBOOK ([www.facebook.com/pages/hightechhigh-graduate-school-education/176585041797](https://www.facebook.com/pages/hightechhigh-graduate-school-education/176585041797)). In addition, all currently employed HTH teachers, Deans, and Directors at our eleven school sites are invited to apply to offer Learning Seminars, teach Intern courses, mentor Interns, and help facilitate Mentor trainings. HTH continues to build partnerships with local Universities/Colleges, the San Diego County Office of Education, San Diego Unified, and Desert Mountain SELPA. We work with several local Charter Schools who serve a diverse population of students. We recruit instructors from our growing number of partner schools and through our relationships with local IHEs and the Desert Mountain SELPA. Outside of San Diego County,

our teacher credential program has expanded to provide services to schools located in Los Angeles and Irvine, California.

HTH Administrators attend a wide range of job placement fairs across California. We advertise our programs on line to both a California and out of state audience ([www.craigslist.org](http://www.craigslist.org) , [www.hightechhigh.org](http://www.hightechhigh.org) ). In 2012-13, HTH will attend more job fairs to broaden outreach. In addition, we plan to continue to search out and provide information about HTH teacher preparation programs to new Associations, Alliances, and education groups that focus their work on supporting diversity in education including the California Association of Bilingual Educators, California Alliance of African American Educators, and the National Association of Multicultural Education. (*Evidence list provided at end of document.*)

***Stipulation:***

***“That HTH provides evidence of a process for encouraging and supporting applicants from diverse populations.”***

Overview

To assure that HTH continues to expand the diversity of its Intern candidates enrolled in the HTH SS District Intern Program, a recruitment plan has been developed and implemented by the HTH Credentialing office. The plan to assure a diverse Intern cohort includes:

- facilitation of a HTH Diversity Study Team to explore new ways to attract and support a diverse group of teacher candidates
- expansion of recruitment and outreach efforts through targeted job fairs and online recruitment programs
- increasing Student Teacher placements
- improvements to the HTH online application process
- early advisement to all interested teacher candidates
- targeted support to the HTH Academic Coach program.

Diversity Study Team: The Director of the HTH Credential Programs facilitates a study team throughout the year to examine, discuss, and take action to expand candidate recruitment efforts to attract an ethnically and culturally diverse District Intern candidate cohort. To support and implement the Team’s recommendations for attracting a diverse set of candidates, new members have been added to the group. New members coordinate with the eleven Directors, CEO, CFO, and other Administrators to assure that the organization hires and enrolls a diverse candidate cohort in the HTH District Intern program. The Team will review program evaluation data to monitor the success of candidates and determine best practices to support all new teachers. (*See a list of HTH Diversity Study Team members at the end of this document.*)

Recruitment Outreach Effort, Job Fairs, and Partnerships: HTH will continue to expand its’ recruitment efforts to assure a diverse teacher candidate cohort for the SS District Intern Program. The HTH District Intern Program is advertised through a number of online and published products that are handed out at recruitment fairs and made available through the HTH

website ([www.hightechhigh.org](http://www.hightechhigh.org) ). HTH continues to build partnerships with local Universities and Colleges, the San Diego County Office of Education, San Diego Unified, and Desert Mountain SELPA. In addition, HTH has built partnerships with local Charter Schools who serve a diverse population of students. These Charter schools enroll teachers in the HTH District Intern Program. Outside of San Diego County, our teacher credential program has expanded to provide services to schools located in Los Angeles and Irvine, California. (*Evidence list provided at end of document.*)

HTH Administrators attend a wide range of job placement fairs across California. HTH advertises our credential programs on line to both a California and out of state audience. In 2012-13, HTH plans to continue to attend additional job fairs to broaden outreach, seek out diverse candidates, and advertise its District Intern Program to traditionally underserved and under-represented groups using on line websites and FACEBOOK. Specifically, HTH will advertise its teacher preparation programs to:

- *California Association of Bilingual Educators:* <http://www.bilingualeducation.org>
- *California Alliance of African American Educators:* <http://www.caaae.org/>
- *National Association of Multicultural Education:* <http://nameorg.org/>
- *Student California Teachers Association:* <http://www.cta.org/About-CTA/Who-We-Are/SCTA/Index.aspx/>

Student Teacher Placement at HTH: HTH continues to place a diverse range of Student Teachers in our schools. Supporting Student Teachers gives HTH the opportunity to directly recruit teachers from a range of Universities and Colleges.

HTH Online Application Process: The Study Team plans to evaluate the HTH online application process for new candidates and Academic Coaches. Recommendations for change to update and improve the process will be reviewed by the Administration. In 2012-2013, HTH will update its online application process and assure that it is easy to use, timely, and available to all interested candidates. Directors making hiring decisions for the coming year will have immediate access to all applicants. The Graduate School of Education has also launched a FACEBOOK ([www.facebook.com/pages/hightechhigh-graduate-school-education/176585041797](http://www.facebook.com/pages/hightechhigh-graduate-school-education/176585041797) ) page as an additional strategy to communicate with potential candidates.

Early Candidate Advisement: The HTH Business Office will work closely with the HTH Credential Office to provide early and accurate credential advisement information to all candidates interested in applying to HTH schools. Early advisement supports all candidates in accessing the online application process, informs them of pre-requisite requirements for the District Intern Program, and welcomes them to the HTH organization. As Directors hire candidates, the Credential office assists by explaining program expectations, applying for credentials, and connecting new teachers to a Mentor teacher prior to the start of school.

Academic Coach Program: HTH Academic Coaches assist within the classroom as well as facilitate small group and individual instruction under the direction of an Education Specialist.

Academic Coaches commit to one school year and are paid hourly. They typically do not have a teaching credential and are interested in learning about HTH schools and the teaching profession. The HTH Credential Program will support Academic Coaches by providing information about the pathways at HTH for gaining teaching credentials. An Orientation meeting will be designed to provide the opportunity to recruit successful Coaches into the teacher application process and potentially the HTH District Intern program.

# HTH Recruitment Plan Evidence

## **HTH Diversity Study Team:**

Amy Reising, Director of Credentialing and Teacher Development, Intern Instructor  
Zoltan Sarda, Assistant Director of Credentialing and Teacher Development, Lead Mentor, Intern Instructor, Multiple Subjects Specialist  
Phyllis Perlroth, Lead Education Specialist Program Coordinator, Mentor, Intern Instructor  
Julie Holmes, Credential Program Manager and Analyst  
Kristy Renken, Human Resources and Business Office

## ***New Members Added in 2012/13:***

Ben Daley, Chief Academic Officer  
Nikki Hinostro, Dean of Students, High Tech High International  
Melissa Agudelo, Dean of Students, High Tech High Media Arts  
Marcus Bell, Dean, High Tech High  
Steve Elizondo, Director, High Tech High Media Arts Middle  
Lillian Hsu, Director, High Tech High Chula Vista

## **Job Fairs : 2011/12**

CalWest Placement Services: [www.calwesteducators.com](http://www.calwesteducators.com)  
San Diego County Office of Education online Job Fair: [www.sdcoe.net](http://www.sdcoe.net)  
University of California, San Diego Job fair : [www.ucsd.edu](http://www.ucsd.edu)  
Carney, Sandoe, and Associates Placement Services (San Francisco):  
[www.carneysandoe.com](http://www.carneysandoe.com)  
Stanford (SUSEdCareer) : [www.gsb.stanford.edu](http://www.gsb.stanford.edu)

## **New Job Fairs : 2012**

University of San Diego: [http://www.sandiego.edu/careers/events/career expo/](http://www.sandiego.edu/careers/events/career%20expo/)  
UC Berkeley Non-Profit/Public Service Career Fair: <https://career.berkeley.edu/Fairs.stm>  
UCLA Government & Non-Profit Open House, UCLA Career Center: [www.ucla.edu](http://www.ucla.edu)  
The Claremont Colleges: <http://claremontcollegesadvantage.org/recruit.shtml#2> and  
[http://www.pitzer.edu/offices/career services/event/nonprofit fair/index.asp](http://www.pitzer.edu/offices/career_services/event/nonprofit_fair/index.asp) ,  
California State University, San Marcos Job fair: [www.csusm.edu](http://www.csusm.edu)  
San Diego State University, Teacher & Education Career Fair:  
[www.sdsu.edu/resources/fairs.htm](http://www.sdsu.edu/resources/fairs.htm)  
Cal West Southern California Connection Event: [www.calwesteducators.com](http://www.calwesteducators.com)

## **Outreach and Advertisement: 2011/12**

HTH website: [www.hightechhigh.org](http://www.hightechhigh.org)  
HTH Intern and Induction websites:  
<https://sites.google.com/a/hightechhigh.org/induction/>  
<https://sites.google.com/a/hightechhigh.org/intern-credentialing/>  
DMSELPA: [www.dmselpa.org](http://www.dmselpa.org)  
Urban League: [www.sdul.org](http://www.sdul.org)  
Barrio Logan College Institute: [www.blci.org](http://www.blci.org)

Barrio Logan Media Arts Center: [www.mediaartscenter.org](http://www.mediaartscenter.org)  
Encuentos (Latino Male Advocacy Group): [www.encuentos.com](http://www.encuentos.com)  
Craig's List: [www.craigslist.org](http://www.craigslist.org)  
EdJoin: [www.edjoin.edu](http://www.edjoin.edu)  
Educationdegree.com: [www.educationdegree.com](http://www.educationdegree.com)  
Teams/Americorp: [www.americorps.gov](http://www.americorps.gov)  
Teach for American: [www.teachforamerica.org](http://www.teachforamerica.org)  
Math for America: [www.mathforamerica.org](http://www.mathforamerica.org)

#### **New Outreach and Job Recruitment : 2012/13**

California Association of Bilingual Educators: <http://www.bilingualeducation.org>  
California Alliance of African American Educators: <http://www.caaae.org/>  
National Association of Multicultural Education: <http://nameorg.org/>  
Student California Teachers Association: <http://www.cta.org/About-CTA/Who-We-Are/SCTA/Index.aspx/>  
University of California, Santa Cruz Education Department: <http://education.ucsc.edu/>  
Stanford Graduate School of Education:  
<https://studentaffairs.stanford.edu/cdc/employer/career-fairs#ed>  
The Claremont Schools, Graduate School of Educational Studies:  
[www.cgu.edu/pages/1.asp](http://www.cgu.edu/pages/1.asp)  
UC Berkeley, Graduate School of Education: [www.gse.berkeley.edu](http://www.gse.berkeley.edu)  
FACEBOOK: [www.facebook.com/pages/hightechhigh-graduate-school-education/176585041797](https://www.facebook.com/pages/hightechhigh-graduate-school-education/176585041797)

#### **IHE Student Teacher Partnerships with HTH: 2011/12**

California State University, San Marcos: [www.csusm.edu](http://www.csusm.edu)  
California State University, San Diego: [www.csusd.edu](http://www.csusd.edu)  
National University: [www.nu.edu](http://www.nu.edu)  
Point Loma Nazarene University: [www.pointloma.edu](http://www.pointloma.edu)  
University of Phoenix: [www.phoenix.edu](http://www.phoenix.edu)  
University of California, San Diego: [www.ogs.ucsd.edu](http://www.ogs.ucsd.edu)  
University of San Diego: [www.sandiego.edu/soles/programs/learning\\_and\\_teaching](http://www.sandiego.edu/soles/programs/learning_and_teaching)

#### **New IHE Student Teacher Partnerships:2012/13**

CalState Teach: [www.calstateteach.net](http://www.calstateteach.net)  
Western Governor's University: [www.wgu.edu](http://www.wgu.edu)  
Ashford University: [www.ashford.edu](http://www.ashford.edu)  
Brandman University: [www.admission.brandman.edu](http://www.admission.brandman.edu)